

**DECLARATION AND POWER OF ATTORNEY**

As a below named inventor, I hereby declare that:

My residence, post office address, and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled "WORKFLOWS FOR PERFORMANCE MANAGEMENT METHODOLOGY," the specification of which:

- ☒ is attached hereto.  
☐ was filed on \_\_\_\_\_ as Application Serial No. \_\_\_\_\_  
and was amended on \_\_\_\_\_ (if applicable).

I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose to the Patent and Trademark Office all information known to me to be material to patentability of the subject matter claimed in this application, as "materiality" is defined in 37 C.F.R. § 1.56.

I hereby claim foreign priority benefits under 35 U.S.C. § 119(a)-(d) or § 365(b) of any foreign application(s) for patent or inventor's certificate listed below, or under § 365(a) of any PCT international application listed below designating least one country other than the United States of America, and have identified below any foreign application for patent or inventor's certificate, or of any PCT international application, having a filing date before that of the application on which priority is claimed.

<u>Prior Foreign Application No.</u>	<u>Country</u>	<u>Filing Date</u> <u>(mm/dd/yy)</u>	<u>Priority</u> <u>Claimed</u>	<u>Cert. copy</u> <u>Attached</u>
N/A				

I hereby claim the benefit under 35 U.S.C. § 119(e) of any United States provisional application(s) listed below.

<u>Provisional Application No.</u>	<u>Filing Date</u> <u>(mm/dd/yy)</u>
N/A	

I hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) listed below, or under § 365(c) of any PCT international application listed below designating the United States of America, and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States or PCT international application in the manner provided by the first paragraph of 35 U.S.C. § 112, I acknowledge the duty to disclose all information known to me to be material to the patentability of the subject matter claimed in this application, as "materiality" is defined in 37 C.F.R. § 1.56, which became available between the filing date of the prior application and the national or PCT international filing date of this application.

5760-14400  
VRTS-0550/0558

<u>Parent Application No.</u>	<u>Filing Date</u> <u>(mm/dd/yy)</u>	<u>Parent Patent No. (if applicable) or Status</u>
N/A		

I hereby revoke any previous Powers of Attorney and appoint

Joseph T. FitzGerald	Reg. No. 33,881
John Bridgen	Reg. No. 40,530
Julie Stephenson	Reg. No. 41,330

*each of said attorneys being employed by Veritas Software Corporation; and*

Mark K. Brightwell	Reg. No. 47,446	Lawrence J. Merkel	Reg. No. 41,191
Kay A. Colapret	Reg. No. 52,759	Eric B. Meyertons	Reg. No. 34,876
Stephen J. Curran	Reg. No. 50,664	Neal E. Persky	Reg. No. 53,452
Mark R. DeLuca	Reg. No. 44,649	Liza Philip	Reg. No. 51,352
Heather L. Flanagan	Reg. No. 54,101	David W. Quimby	Reg. No. 39,338
Russell Henrichs	Reg. No. 50,354	Rory D. Rankin	Reg. No. 47,884
Erik A. Heter	Reg. No. 50,652	Gareth Sampson	Reg. No. 52,191
Jeffrey C. Hood	Reg. No. 35,198	Chris Thompson	Reg. No. 43,188
B. Noël Kivlin	Reg. No. 33,929	Mark S. Williams	Reg. No. 50,658
Robert C. Kowert	Reg. No. 39,255		


*each of said attorneys or agents being a member or an associate of the firm of Meyertons, Hood, Kivlin, Kowert & Goetzel, P.C., as attorney or agent for so long as they remain with such company or firm, with full power of substitution and revocation, to prosecute the application, to make alterations and amendments therein, to transact all business in the Patent and Trademark Office in connection therewith, and to receive the Letters Patent.*

Please direct all communications to:

B. Noël Kivlin  
Meyertons, Hood, Kivlin, Kowert & Goetzel, P.C.  
P.O. Box 398  
Austin, Texas 78767-0398  
Phone: (512) 853-8800

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I hereby declare that all statements made herein of my own knowledge are true and that all statements made herein on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under 18 U.S.C. § 1001 and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Inventor's Full Name: Michael Landwehr  
Inventor's Signature:  Date: \_\_\_\_\_  
City and State (or Foreign Country) of Residence: Kirribilli, Australia Citizenship: Australia  
Post Office and Residence Address: Unit 5, 106 Kirribilli Ave, Kirribilli NSW 2061, Australia  
(Include number, street name, city, state and zip code)

Inventor's Full Name: Shiri Kerman-Hendel  
Inventor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
City and State (or Foreign Country) of Residence: Tel-Aviv, Israel Citizenship: Israel  
Post Office and Residence Address: 7, Perluk St., Tel-Aviv, Israel  
(Include number, street name, city, state and zip code)

Inventor's Full Name: Ofer Dascalu  
Inventor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
City and State (or Foreign Country) of Residence: Ness-Ziona, Israel Citizenship: Israel  
Post Office and Residence Address: 10 Atzmaut St, Ness-Ziona 74010 Israel  
(Include number, street name, city, state and zip code)

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Inventor's Full Name: Ayal Leibowitz

Inventor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

City and State (or Foreign Country) of Residence: Modiin, Israel Citizenship: Israel

Post Office and Residence Address: 35, Emek-Dotan St., Modiin 71700 Israel  
(Include number, street name, city, state and zip code)

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Please direct all communications to:

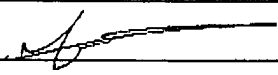
B. Noël Kivlin  
Meyertons, Hood, Kivlin, Kowert & Goetzel, P.C.  
P.O. Box 398  
Austin, Texas 78767-0398  
Phone: (512) 853-8800

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Inventor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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Inventor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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Post Office and Residence Address: 7, Perluk St., Tel-Aviv, Israel  
(Include number, street name, city, state and zip code)

Inventor's Full Name: Ofer Dascalu  
Inventor's Signature:  Date: Dec. 18th 2003  
City and State (or Foreign Country) of Residence: Ness-Ziona, Israel Citizenship: Israel  
Post Office and Residence Address: 10 Atzmaut St, Ness-Ziona 74010 Israel  
(Include number, street name, city, state and zip code)

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Inventor's Full Name: Ayal Leibowitz

Inventor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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